

Confronting & Speaking Up Against Bias and Prejudice

The Strategy	The Solution	Personal Notes
<p>Strategy #1: “The Echo”</p> <p>Paraphrase or repeat back what they said</p>	<p>By restating what the other person said, you make sure you understand what they said and it gives the other person the opportunity to reflect on what they said. Tone of voice is important. You’re not trying to ridicule, just trying to understand and clarify.</p>	
<p>Strategy #2: “The Questionator”</p> <p>Ask for more information</p>	<p>This strategy is a great way to help you understand why they said what they said. And again, it gives the person another chance to reflect on what they said. After saying it again, they might realize their statement doesn’t make sense or is unfounded. Being genuine is important. Shaming or using sarcasm can backfire.</p>	
<p>Strategy #3: “The Huh?”</p> <p>Play dumb</p>	<p>This is another way to get them to reflect on what they said—especially good for responding to jokes. You can ask them why race, gender, sexual orientation, religion, nationality, disability, etc. is relevant to the story, or ask them to explain the meaning of a specific slur or derogatory term.</p>	
<p>Strategy #4: “The Debunker”</p> <p>Challenge the stereotype</p>	<p>Offer another side of the story by challenging the assumption or stereotype. Use your personal experiences and knowledge to show how the stereotype presented isn’t valid.</p>	
<p>Strategy #5: “The Connector”</p> <p>Highlight commonalities</p>	<p>Comments based on bias and prejudice create an “us vs. them” situation. Highlighting the ways in which the person making the</p>	

	comment is the same as the subject of the comments can help dial down the “otherness.”	
<p>Strategy #6: “The EMOTER”</p> <p>Express your feelings</p>	Tell the person how you feel and why and then offer a more appropriate alternative.	
<p>Strategy #7: “The ‘I’ve been there”</p> <p>Share your own process</p>	Without sounding self-righteous, talk about how you used to think the same but you’ve changed. Explain what made you change your views.	
<p>Strategy #8: “The One-Worder”</p> <p>Say Ouch</p>	Sometimes you might want to respond immediately but can’t think of a good response. Saying “Ouch!” generally stops the person making the comment and let’s them know that what they said was hurtful. It’s a safe, simple, and effective strategy.	
<p>Strategy #9: “My Bad”</p> <p>Sometimes you may be the perpetrator</p>	<p>Everyone has, at one time or another, made a comment rooted in bias or prejudice. If this happens:</p> <ul style="list-style-type: none"> - Apologize to the those you may have hurt with your comment. - Use it as a opportunity to learn why others found your comment hurtful or wrong. 	